



Presented by Karen Lèe
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**“YOU DON’T MAKE PROGRESS BY STANDING ON
THE SIDELINES...YOU MAKE PROGRESS BY
IMPLEMENTING IDEAS.”**

SHIRLEY CHISHOLM
FIRST AFRICAN AMERICAN WOMAN ELECTED TO CONGRESS

Steps In the Change Process

Gather Information: Research, policies, opinions, facts

Set a vision: What will it look like when it's done

Bring along Stakeholders: Communication hubs and all

Create a plan: How will we get to the vision

Implement the plan: Getting help from others and following the plan

Keeping Track of where we came and are going: Collect Data and use it to make changes

DDA's Change Journey

Gathering Information: Listening sessions and waiver input as well as ongoing meetings

Set a Vision: The DDA Transformation

Bring along Stakeholders: E1st meeting, regional meetings, webinars, local board meetings, agency family meetings

Create a Plan: Supporting Families, Employment First, Self Advocacy, Self Determination, Supported Community---LTSS, Person Centered Planning, Funding

Implementing the plan: Definition groups to amend the waiver and fiscal study, E1st work groups, LTSS and IP workgroups and Funding inputs meetings,

History of Employment First in MD

- DDA Policy on Employment First-2006
- Employment First Workgroup Dialogues
- DD Council grants for provider transformation
- DDA Listening Sessions and Townhalls
- Gathering of 150 stakeholders to re-energize Employment First MD-July 2015
- Creation of Outcomes and Goals for a strategic plan- August 2015-October 2015
- Action planning for strategic plan January

Step 1: Gathering Information

- Listening Sessions
- Historical Document Review
- Previous work of E1st group
- Waiver/COMAR
- Federal Policies: Settings Rule/WIOA
- Employment First Workgroups: Policy and Finance

Customizing the Job

Discovery: Upfront getting to know someone's

Ideal conditions of employment

Customized Job Development

Systematic Instruction

Step 2: Creating a Vision: Outcomes and Goals

- Communication and Leadership
- Policies and Goals
- Service and Innovation
- Financial and Contracting
- Training and Technical Assistance
- School to Work
- Data Collection/Analysis
- Provider Transformation

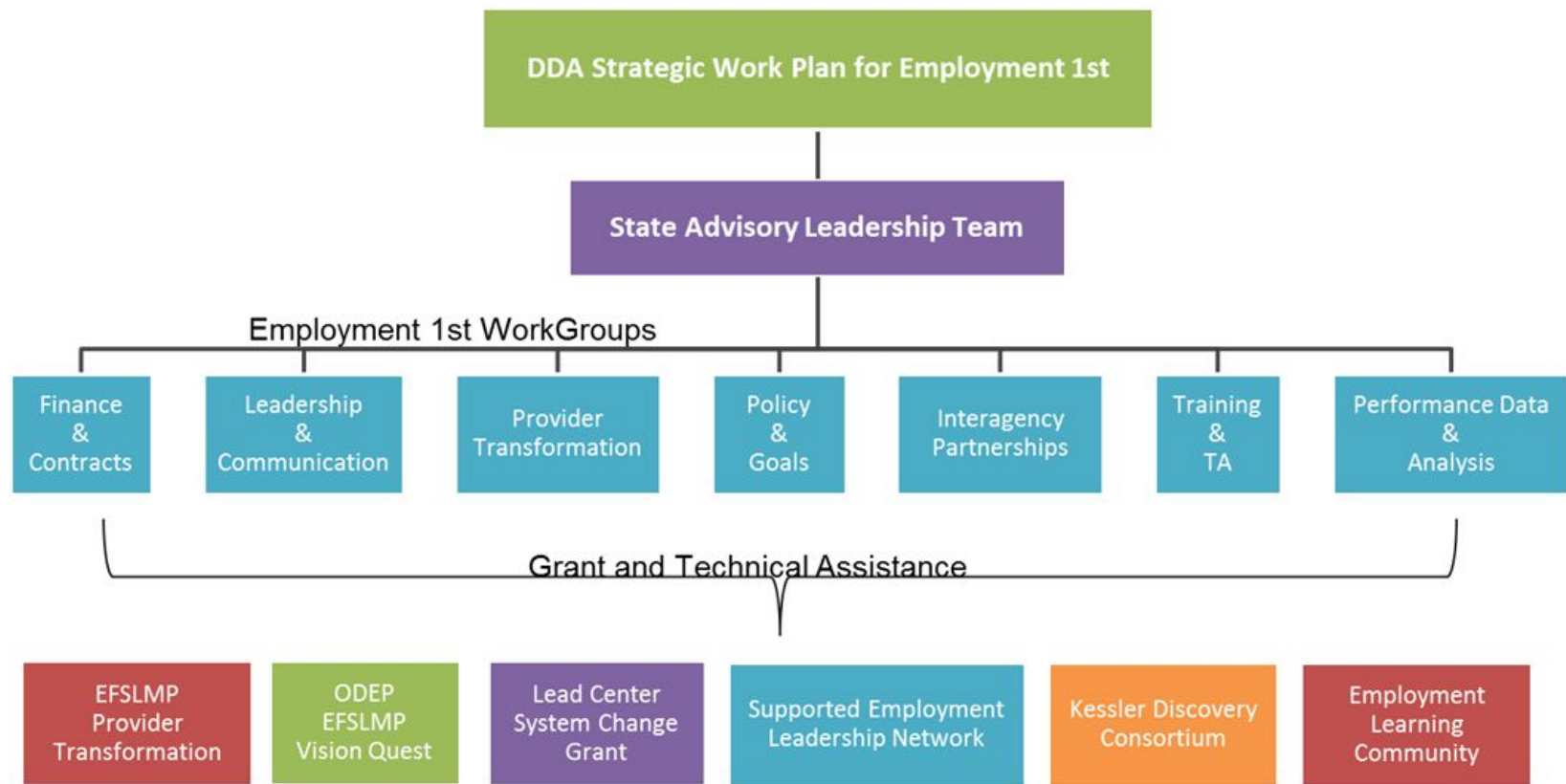
Step 3: Bringing Stakeholders Along

- Monthly State Webinars
- Local Individual Provider Support (21 agencies)
- Regional Meetings
- Monthly ODEP Webinars
- Individual Board and Family Meetings (10 agencies/family meetings)
- Quarterly Employment First Training and Peer Support
- Annual Gathering for update
- Annual Conference
- Quality Committee

Step 4: Creating the Strategic Plan

- Created Outcomes and Goals
- Creating a Work plan for all Goals
- Creating a paradigm for Day Supports going forward
- Definitions for all Supports
- Credentials for all levels of staff

Analyzing and creating funding paradigm



Step 5: Implementing the Strategic Plan

Creating an infrastructure to support E1st going forward

Amendments to the Pathways Waiver

Changes in Funding paradigm

Training and TA for all levels of agency staff, families, job seekers

Exploring a Training and TA entity

Implementing the grants

Granting Agency	Grant primary purpose	Who is it for and who accesses
ODEP EFSLMP	1)Provider Transformation 2)Vision Quest: Public Policy School to work	1)6 providers identified in 2014 2)School to Work E1st team 3)All Providers
SELN	System Change for Employment First, this year focus on Workforce Development in conjunction with Kessler Grant and CCS and PCP integration	State level systems change. Core team includes DDA leadership and DDC
LEAD Center	State System Change: MD has chosen DDA funding paradigm changes and executive order creation	MDOD and partners for WIOA and the Finance Team of E1st
Employment Learning Community	Support the E1st State Leadership Team and evaluate the strategic plan	E1st State Leadership Team
Kessler Grant	Family/Job Seeker Education Employer Engagement Workforce Development	5 Discovery partners and all providers, families, employers, job seekers

Step 6: Collecting the Data

Use of current DDA Data system for analysis and policy setting

Additional data per Individuals with Disabilities-minimum wage and community integration act

Using data to track process

Tracking success on each action step in the strategic plan

For Questions or to become involved in the dialogue

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